

## Park Gate Primary School Anti-Bullying Policy



### Definition of Bullying

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face to face or online (Definition from Anti-bullying Alliance). At Park Gate we will positively discourage any form of bullying and take rapid and positive action in relation to all reported instances of bullying.

### Aims

- To ensure we provide a school environment in which the pupils are safe and happy. Our School Values: Partnership, Achievement, Resilience, Kindness, Growth, Aspiration, Trust and Excellence underpin the school ethos and the expectations at Park Gate.
- To enable children to fulfill their educational potential without the need to miss school or have their concentration affected.
- To ensure that all members of the school community have a shared understanding of what is meant by 'bullying'.
- To provide a model for appropriate behaviour based on 'The Park Gate Way'.  
***Show respect for everyone and everything.***
  - Treat others as you would like to be treated
  - Make safe and sensible choices
  - Listen carefully to others
  - Think before you speak and do
  - Be kind and thoughtful
  - Be honest and trust each other
  - Do your best
- To ensure that any incidents of bullying are acknowledged and challenged.
- To ensure parents are informed and involved at the earliest stages once an incident involving bullying has been reported.
- To respond quickly to children, both the bullied and the bully.

### Objectives

- To provide all staff with guidelines as to the approaches that should be taken to incidents of bullying.
- To identify areas of school policy and practice that can be improved to facilitate safe and constructive play.
- To positively reinforce behaviour that follows 'The Park Gate Way' and our School Values.
- To provide educational materials to support the teaching of anti-bullying attitudes.

### Behaviour often associated with bullying

We recognise that bullying can take many forms and can affect any child. It is often motivated by prejudice against particular groups (for example on grounds of race, religion, gender, sexual orientation, special educational needs, or disabilities, or because a child is adopted, in care or has caring responsibilities).

However, we also recognise that incidents may occur between pupils, which may not be deemed as 'bullying' but still require support or intervention from trusted adults. These incidents may be

referred to as falling out. Falling out differs to bullying in the fact that it is usually between individuals or groups who are relatively similar in power and status (a power balance), and the behaviours or incidents occur occasionally (not repetitive) or occur by accident (not intentional). Usually, following a falling out incident, pupils show remorse and there is a general willingness to make things right or to resolve the conflict.

Not all falling out leads to bullying, but our school is aware occasionally some can, and we are mindful that unresolved bad feelings or relationship problems left unaddressed can be the start of a pattern of behaviour in which the intention becomes to cause harm or distress.

Although bullying and falling out can take place between individuals, we recognise that it often takes place in front of others (either physically or virtually), pupils who witness these incidents/behaviours are often referred to as 'bystanders'. Regardless of whether an incident or situation is deemed as 'falling out' or 'bullying', our school will address the situation and support the pupils to resolve any negative feelings.

Our school will monitor children following a falling out to ensure that the situation has been resolved and does not escalate to bullying. Our school will challenge, address, and monitor any incidents of bullying, to ensure that it does not continue and that all pupils feel supported (this will include the target, the alleged perpetrator, any bystanders, and the wider school community).

### **How our staff will respond to reports of bullying**

- All concerns raised will be listened to without prejudice.
- Under no circumstances should assumptions be made or hearsay be used to assist in making decisions.
- All children should be treated and questioned in the same manner.
- All children involved in an alleged incident of bullying will be given the opportunity to talk openly and honestly with a trusted adult. A second adult might be present when appropriate.
- Children will be encouraged to talk about their feelings at the time of the incident.
- Each incident will be dealt with individually, depending on the circumstances and the needs of the children involved.
- Information will be passed to all adults who work with children involved in proven incidents of bullying to ensure their safety around the school at all times.
- Parents of both the bully and the bullied will be informed of any proven incidents of bullying as early as possible.
- All incidents of bullying must be referred to a member of the senior leadership team.
- Details of all incidents of bullying, including the antecedents, the behaviour and the consequences must be recorded using CPOMS and the Headteacher informed when record complete.
- Sanctions in relation to incidents of bullying will be used in line with the school's behaviour policy. These sanctions will be graded according to the seriousness of the incident, but will send out a message that bullying is unacceptable.
- When required, the school will seek additional advice and support for any child who is the victim of bullying or who is bullying.
- Discuss the report/incident/case with other agencies and organisations when appropriate and make referrals to those organisations when appropriate.
- Implement a range of follow-up support/interventions appropriate to the situation.
- Monitor the effectiveness of actions taken and reassess/take more actions if appropriate.

- Liaise with the Designated Safeguarding Lead/Deputy Designated Safeguarding Lead if there are safeguarding issues or concerns.

### **Strategies for preventing bullying**

At Park Gate Primary School we are committed to the safety and welfare of our pupils, and therefore we have developed the following strategies to promote friendly and positive behaviours and discourage bullying behaviours. The strategies we use include, but are not limited to:

- Opportunities for pupils to share their voice and opinions, for example, through our School Council.
- Encouraging a shared commitment to 'The Park Gate Way' and our School Values.
- Ensuring that the school actively promotes the celebration of difference and diversity.
- Comprehensive PDL curriculum for all year groups using the SCARF resources.
- Taking part in Anti-Bullying week annually.
- Curriculum and assembly lessons focused on online safety and cyberbullying.
- Visits from external agencies (e.g. NSPCC, Life Education).
- All staff model expected behaviour.

If a parent/carer is not satisfied with our school's actions, we ask that they follow our school's complaint policy and procedures. This is available online from our school website and on request from the school office.

This policy should be read in conjunction with the following documentation:

- Behaviour Policy
- Physical Intervention Policy

Monitored by WGB:  
Review due:

May 2023  
May 2025